

TAB

ROTATION

1. Rotation is the process of systematic designation and redesignation of an individual to various kinds of duty and training for the purpose of improving his capacity to serve the Agency.

2. Specifically, rotation aims at the following objectives:

a. For the Agency:

- (1) A more effective and more economical utilization of the Agency's manpower.
- (2) A method of improving the selection and broadening the experience of individuals to serve in key positions.
- (3) The cultivation of an esprit de corps based primarily on the reward for merit principle.

b. For the individual:

- (1) Assisting him to do his present job more effectively by:
 - (a) Increasing his knowledge in depth in his field.
 - (b) Providing him with new skills, techniques and methods of performance.
 - (c) Improving his ability to plan his work and to direct and supervise others in it.
 - (d) Increasing his understanding of the necessary relationships of his job to those of collateral and higher echelons of the Agency.
- (2) Preparing him to undertake jobs of increasingly greater responsibility commensurate with his growth potential by:
 - (a) Broadening his understanding of the objectives of the Agency and its mission.
 - (b) Intensifying the development of his planning, managerial and supervisory skills.
- (3) Providing him more opportunity to find the field in which he does best.
- (4) Removing an individual from a "rut".